



MODELING A NEW EDUCATION

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TRAINING MODEL

- Identify need – demand driven
- Gateway partners with Workforce Development Centers and area employers
- Short-term training (average 14-19 weeks)
- Fast-paced, rigorous, and highly-structured programs

STAKEHOLDERS



PARTNERSHIP SYNERGY



- Focus groups
- Programming input and review
- Workplace competencies
- Mentoring/volunteering
- Employment opportunities



- Employer outreach
- Recruitment
- Pre-assessments
- Case management
- Job placement



- Curriculum development
- Instruction and resources
- Continuous improvement
- Skills validation
- Career pathways

BOOT CAMP MODEL



- Response to employer demand for skilled workers with soft skills
- WDCs partnered to promote, recruit, assess and provide oversight



- CNC Boot Camp
- Welding-Fabrication Boot Camp
- Industrial Machine Repair Boot Camp






BOOT CAMP PROGRAMS

	Program Length	Program Hours	College Credits	Certifications
CNC	14 weeks	525	15	CCMS MSSC Safety NOCTI LSS – Yellow belt NCRC
Welding-Fabrication	15 weeks	560	18	AWS CCMS MSSC Safety NCRC
Industrial Machine Repair	19 weeks	714	27	CCMS MSSC Safety NOCTI NCRC

SAMPLE SCHEDULING

	Mon	Tues	Wed	Thurs	Fri
8:00 to 9:00	What is Boot Camp	CNC Intro	CNC Offsets	Blueprint	Blueprint
9:00 to 10:00	CNC Intro	CNC Intro	CNC Offsets	Blueprint	Blueprint
10:00 to 10:15	Break	Break	Break	Break	Break
10:15 to 11:15	CNC Intro	Math	Math	Math	Blueprint
11:15 to 12:15	Student Services	Math	Math	Math	Blueprint
12:15 to 12:45	Break	LUNCH	LUNCH	LUNCH	LUNCH
12:45 to 1:45	Time Management	Safety	Gauging	CNC Offsets	Tutoring
1:45 to 2:45	Study Skills	Safety	Gauging	CNC Offsets	Tutoring
2:45 to 3:00	Break	Break	Break	Break	Break
3:00 to 4:00	Blueprint	Gauging	Gauging	CNC Offsets	Tutoring
4:00 to 5:00	Blueprint	Gauging	Gauging	CNC Offsets	Tutoring

CAREER PATHWAYS

CNC Operator		CNC Production Technician Diploma
Welding-Fabrication		Welding Diploma
Machine Repair		Industrial Mechanical Degree
CNC Youth		CNC Production Technician Diploma
Logistics		Under development

PROGRAM STRENGTHS

- Strong support from WDCs
 - Develop a qualified applicant pool
 - Coordinate employment interviews
 - Provide placement services
- Employer support
- Instructors
- Boot Camp Employment Consultant

EMPLOYMENT CONSULTANT



Todd Nienhaus

Employment Consultant
Racine County Workforce Development Center

- Value-added approach starts with enrollment/orientation
- Identify and assist students with barriers to success
- Track attendance
- Assumes many roles

PROGRAM CHALLENGES

- Finding qualified applicants
- Continued funding
- Campus resources
- Accelerated timelines
- Internal and external paradigm shift in program delivery
- Customer shock

OUTCOMES

Started	141	
Completed	129	91%
Employed	121	94%
Employed CNC	116	96%
Starting Wage	\$12.20	
3 rd Quarter	\$13.59	

DEMOGRAPHICS

- People of color 56%
- Less than High School 34%
- Major Barrier 35%
- Younger than 25 22%
- Over 45 31%

CUSTOMER PERSPECTIVE

- “I am a single mother of two who had financial difficulties but perseverance pays off. I, unfortunately, also have a criminal record but the past is the past and goals can still be achieved. It is difficult but hard work and good work ethic as well as honesty will help achieve your goals.”
- “The Boot Camp is a high stress, high challenge, demanding, and fast paced.”
- “If you can't make it to class on time everyday perhaps job training will not be the reason the individual does not succeed.”
- “When things are not going so well in one's personal life that's the day you have to go to class and give it 200% on that day.”
- www.youtube.com/user/racinewdc

PROGRAM VALUE TO EMPLOYERS

- Employees with technical and soft skills
- Improved employee retention
- Value of NOCTI as a standard for skills assessment
- Value of Manufacturing Skills Standards Council (MSSC) credentialing
- Value of Critical Core Manufacturing Skills (CCMS) skills certificate
- National Career Readiness Certificate

LESSONS LEARNED

- Value of the WDC Employment Consultant
- Necessity of student tutoring
- Ability to be flexible with scheduling, equipment, and resources
- You get what you emphasize
- Stay true to program integrity, even when it impacts performance metrics



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